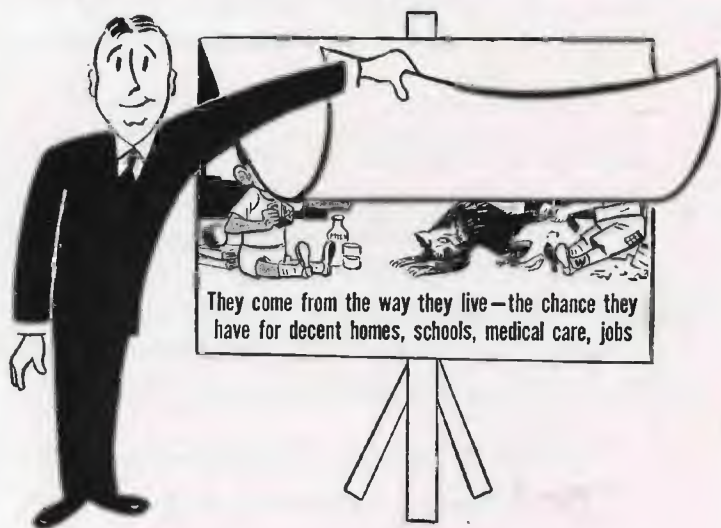


THE AMERICAN FEDERATION OF LABOR
through its Workers Education Bureau

Presents

A "Turnover" Talk
FOR FAIR
PRACTICES



**A guide to an illustrated discussion . . .
a "Turnover" Talk . . .**

FOR FAIR PRACTICES

"The faces of all working men and women must be turned everlastingly against racial and religious discrimination and in favor of freedom, liberty, equality and democracy."

**WILLIAM GREEN, *President*
*American Federation of Labor***

"Here in America, where people from every land have joined together to build the greatest democracy in history, we must continue to be vigilant against the threat of anti-Semitism, Jim Crowism, and intolerance in any form."

**GEORGE MEANY, *Secretary-Treasurer*
*American Federation of Labor***

ABOUT

YOU



**YOUR UNION
COMMUNITY
COUNTRY**

AND

DISCRIMINATION

This is a talk about you.

About the kind of job you have and the wages you earn.

About the house you want to live in.

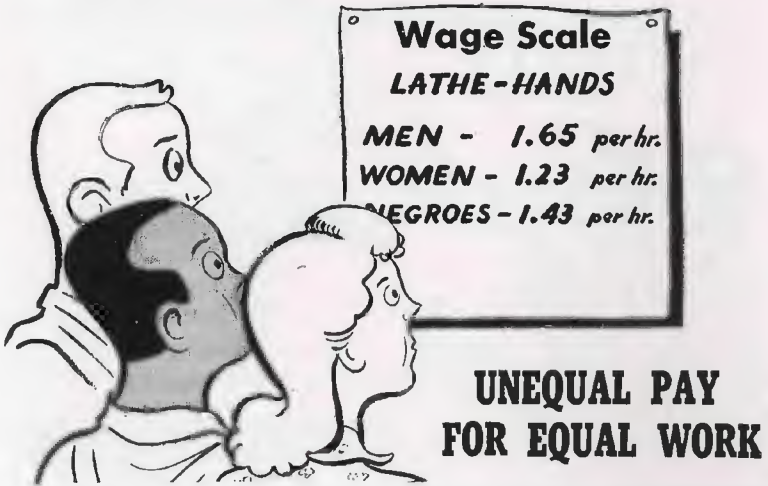
About the future you want for your kids.

It's about your union and the fight for the things you want.

And it's about something that makes that fight a lot harder than it should be.

This is a talk about discrimination.

DISCRIMINATION MEANS



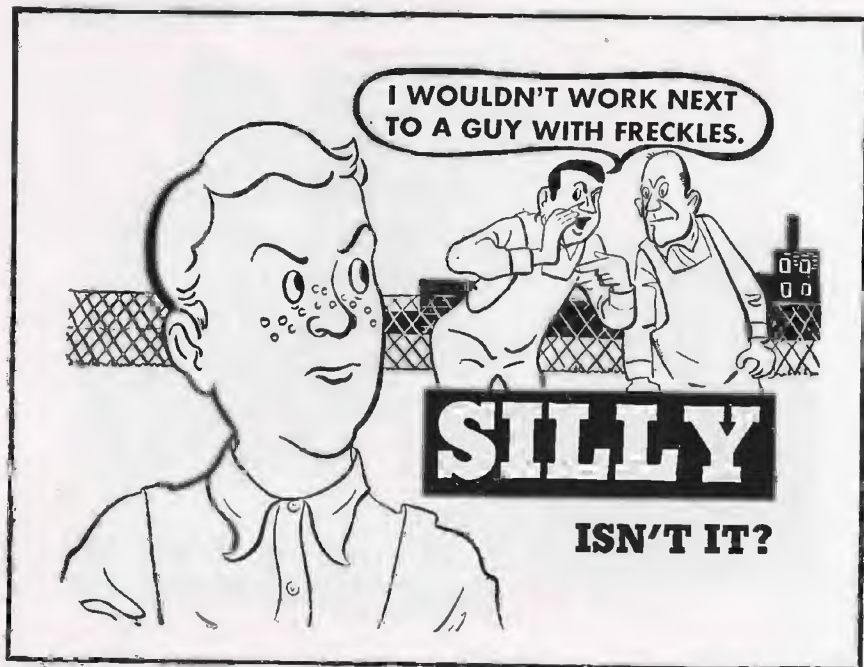
Discrimination is a big word, but it can be broken down into a lot of things.

It means paying a woman less than a man, or a Negro less than a white worker for the same job.

It's refusing to up-grade a worker because his skin is black.

It's asking a man's religion before he can get a job.

It's the "whites only" clause in a set of by-laws.



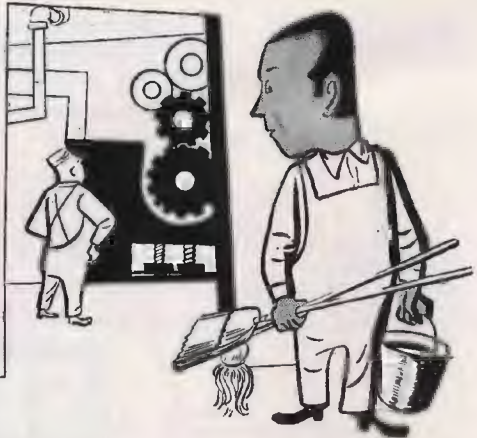
Discrimination does peculiar things.

Take an ordinary guy—Joe Doakes. Joe's a decent guy; he's got a swell sense of humor; he's great with a set of tools; he's a good man to have on a picket line.

But Joe's got freckles . . . or a dark skin . . . or he speaks with an accent.

Now we'd all agree that just because he's got freckles it would be silly to keep Joe off a job or out of restaurants or away from a promotion. Nobody would treat every man with freckles the same way. Some are nice; some are not so nice.

Well, wait a minute. How about "MEXICANS?" How about "NEGROES?" "FOREIGNERS?" "CATHOLICS?" "JEWS?" How about "WOMEN?"



**TO BE A PORTER IF YOU CAN
QUALIFY FOR A BETTER JOB**

It's easy to see that discrimination hurts the porter who can't get a mechanic's job, even though he's qualified.

But discrimination does more than just hurt the other fellow.

It hurts *you*—no matter who you are.

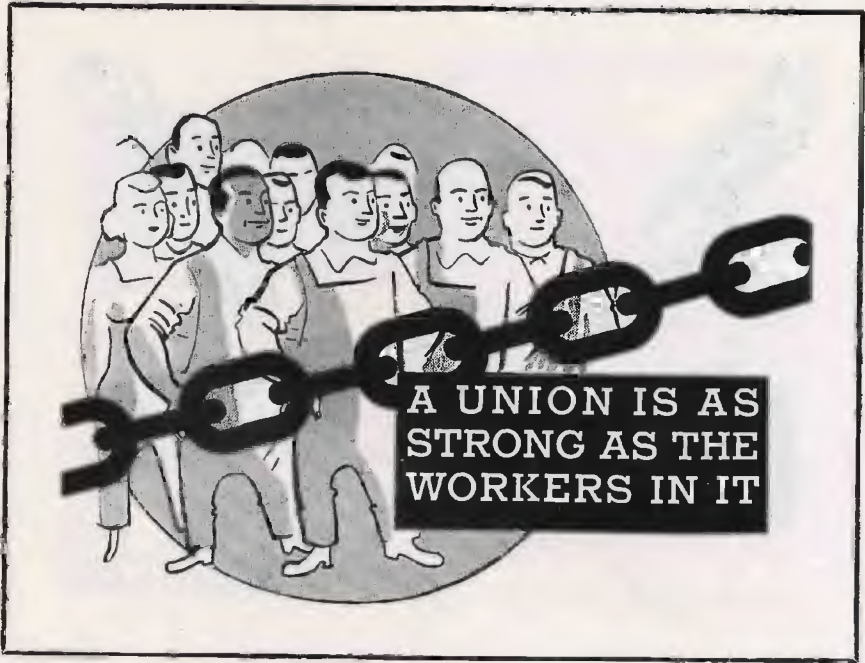
It hurts your union.

It hurts your community.

It hurts your country.

It hurts your kids' chance of living in peace.

It does us no good to think we're better than the next guy because our folks got here before his folks . . . or because our skin is lighter than his . . . or because we go to a different church.



Let's start with your union.

A union is like a chain. It's as strong as you make it.

Where every worker in the shop is a union man, the union is strong.

If you've got a shop where some workers are in the union and some aren't, that's a weaker union.

A good union always wants all the workers in the shop covered by the contract.



A boss who's against unions always wants to keep as many workers as possible out of the union.

If you deny membership to some workers because of their color or religion or ancestry, you play right into the boss's hand.

Such workers have to work without union protection.

The boss may use them to pull your standards down or to replace you for lower wages.

But if all the workers are in the union this can't happen.

Discrimination in a union keeps a union weak.

AND A WEAK UNION HURTS YOU!

**People who can't get
decent jobs, can't
afford decent homes.**



THAT'S WHAT MAKES

SLUMS IN YOUR COMMUNITY

Now take your community.

It's not hard to see that slums and crime and disease are bad for the community.

Discrimination breeds slums, crime and disease.

People who can't get decent jobs or decent places to live have to live wherever they can—even if it's in an overcrowded, underheated, firetrap.

They can't keep a slum clean; they can't keep their kids well fed—and nine chances out of ten, they can't keep them off the streets and out of trouble.



**SLUMS, CRIME, DISEASE
HURT YOUR COMMUNITY . . .
WHAT'S MORE—THEY HURT YOU**



All of this is tough on them—and it's tough on the rest of us, too.

Diseases that start in slums spread to other neighborhoods.

Fires in dingy tenements have burned down whole blocks.

Crime attacks those who get robbed and killed—and hits everyone who pays taxes.

Any way you look at it, discrimination hurts your community. **IT HURTS YOU.**



because of race or religion

NO JOB MEANS NO PAY CHECK

NO PAY CHECK MEANS NO SALE

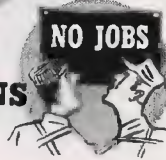


LAYOFF

NO SALE MEANS

NO PRODUCTION

NO PRODUCTION MEANS



NO JOBS

FOR YOU

GET IT ?

Because of discrimination, millions of people can't get good jobs.

No job means no pay check.

No pay check means no sale. People without money can't buy food and clothing, radios and washing machines.

No sale means less production . . . and layoffs.

In a tight spot, it means the difference between prosperity and depression—and we've seen those tight spots often.

Discrimination can mean no job for you when a depression hits.



But there are other ways that discrimination hurts your country.

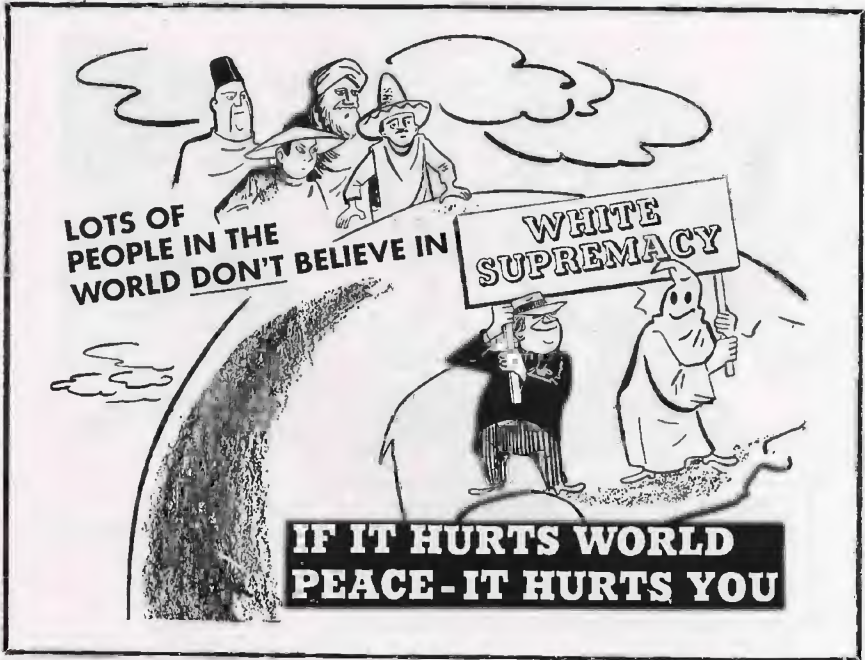
For example, there's a shortage of doctors right now.

But many qualified people who want to become doctors can't get into medical schools because of their race, religion or ancestry.

There's a bad shortage of teachers, too.

But here again, many colleges discriminate.

That means *you* don't get as good medical care and *your* kids don't get the education they deserve.



Then there's something else.

It has to do with peace.

There are a lot of people in other countries who are shocked by discrimination in the United States.

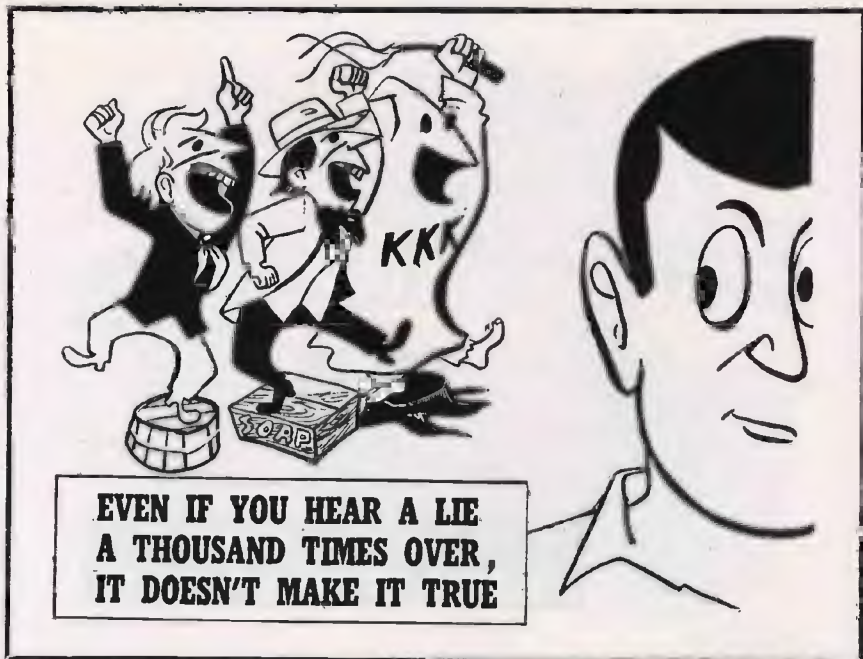
In China, in India, in the Near East, in Africa, there are millions who look to the United States for leadership in international affairs.

But they don't want a leadership that looks down on them.

Reports about prejudice and discrimination here hurt our country—hurt our reputation and weaken our leadership among nations.

Discrimination in this country hurts the chances for world peace.

It hurts you.



But if discrimination hurts in so many ways, why does it go on?

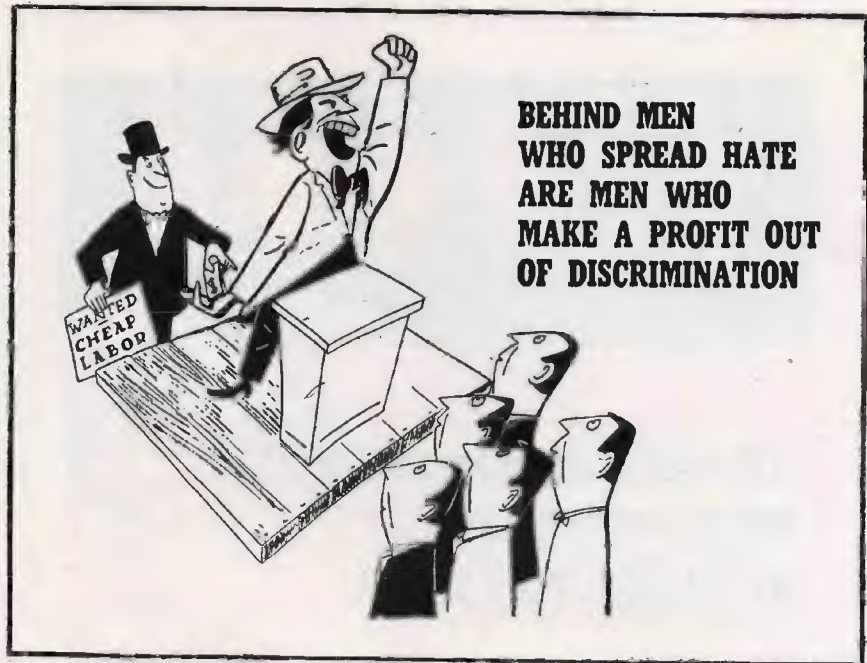
Well, for one thing, there's habit. We cling to some notions for the simple reason that they were handed down to us.

Ever since we were kids, we've been hearing stupid phrases like: "All women are bum drivers;" "All foreigners are communists;" "All Mexicans are dirty;" "All Irishmen drink;" "All Negroes are shiftless;" "All Scotsmen are stingy."

We've all heard these remarks dozens of times, and we can add more to the list.

And if we don't know any better, we believe what we hear just because we hear it so often—in fact, we may even repeat it ourselves.

But hearing someone say a lie a thousand times doesn't make it true!



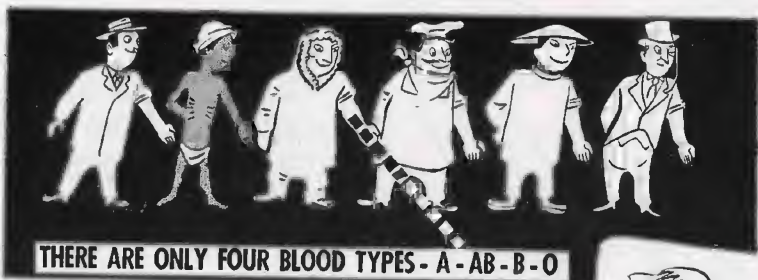
Another reason why discrimination goes on is because some people want it to. To some people discrimination is profitable because it means cheap labor.

It forces whole groups of people to do unskilled work all the time.

It helps keep general labor standards down.

Very often, if you look behind the men who spread hate, the Christian Fronters, the Ku Klux Klan and their followers—you'll find men who make a profit out of discrimination.

They play up the natural differences between peoples and give meanings to them that are scientifically all wet.



**AN ESKIMO MIGHT
HAVE THE TYPE
OF BLOOD YOU NEED....**



What are the scientific facts?

"The Races of Mankind," say the scientists, "are brothers—just like the Bible says they are."

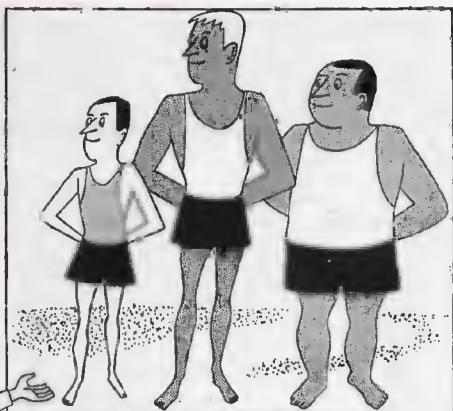
There isn't a scientist who can tell from looking at a brain whether that brain came from a white or a black man or a red man or a yellow man. There isn't a scientist who can tell, by examining a pint of blood, whether that blood comes from a Negro or a Chinese or a white man, a Catholic, Protestant, or Jew.

An Eskimo might have the blood type you need in a pinch.

Individual brains differ in size and shape, but those differences occur in *all* races.

The size of the brain has nothing to do with intelligence.

The biggest brain ever known belonged to an idiot.



**THERE ARE DARK MEN AND
LIGHT MEN—SHORT AND
TALL MEN IN EVERY RACE**

There are short men and tall in every race.

There are dark men and light in every race.

People who have lived longest in the hottest climates—the Negro and the Oriental races—are darker, generally, than the so-called white race.

And here's the clincher.

In the history of mankind, there has been so much moving around and mixing up of peoples that scientists just can't find any "pure" race left!

THERE ARE LOTS OF DIFFERENCES AMONG THE TWO BILLION PEOPLE IN THE WORLD



**We learn to eat different food - wear different clothes -
speak different languages - worship God in different ways**

The scientists aren't trying to tell us that everybody's *exactly* like everybody else. There are *lots* of differences among the two billion people on earth.

We talk different languages.

We eat different foods; we wear different clothes.

We worship God in different ways.

Even the few of us who are exactly alike in all of these customs, have other differences.

Some of us know every batting average from Ty Cobb to Jackie Robinson; others don't know a hit from an error. Some of us are long-hairs; others like boogie-woogie or be-bop.

Some of us read books; others stick to the funnies. Some of us are more skilled.

But these differences have nothing to do with *race*.

They have nothing to do with *heredity*; they have nothing to do with *religion*.



Differences in people
come from the things
they learn



They come from the way they live—the chance they
have for decent homes, schools, medical care, jobs

If you were born in China, you'd talk Chinese.

If you were born in Turkey, you'd probably be a Moslem.

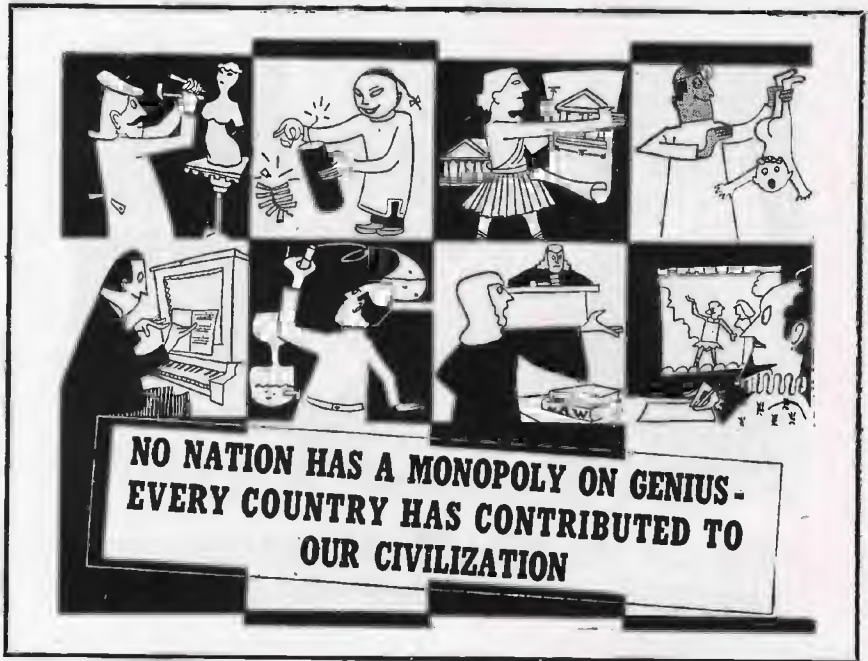
If you'd never heard of baseball or boogie-woogie, you wouldn't know what they were.

If you'd grown up without soap and water and fresh fruits and smallpox vaccinations, you'd be a lot less healthy. If you'd never been taught to read and write, you couldn't read a paper.

The important differences between people are *learned*.

They come from the way we live and the chances we have for decent housing, decent schooling, decent health.

Kids who grow up in the slums are in greater danger of becoming criminals than kids who don't—no matter what race or religion they belong to.



No nation has a monopoly on genius.

When the people of Europe were still living in caves, Asia and the Near East had great civilizations.

There were outstanding Negro countries in Africa when America was still a forest.

Every country, every people contributed to the growth of civilization.

An Englishman invented the steam engine; an Italian developed radio; a Frenchman discovered a cure for rabies; the Curie's, Catholics, discovered radium; Flexner, a Jew, discovered the cause of dysentery; Drew, a Negro, and a Protestant, developed blood plasma in the form that saved millions of lives.

DISCRIMINATION

IS ALL WET



Well, what does it all add up to?

It adds up to the fact that discrimination is all wet.

It's got no basis in fact and it hurts everyone.

And it adds up to the fact that discrimination has to be licked if we want strong unions, better communities, a sound economy and a peaceful world.

That means that all of us—you and me and the man or woman at the next bench and the man down the street—have to get going and *get it licked*.

YOU ARE A POWERFUL GUY



**YOU WORK IN A SHOP
YOU BELONG TO A
UNION
YOU BELONG TO CLUBS
OR A LODGE
YOU LIVE IN SOME
COMMUNITY
YOU CAN VOTE!**

It starts with each of us. Maybe you're just one guy. But . . . You work in a shop. You belong to a union. Maybe a bowling club or a lodge. You live in a community. You've got kids who go to school. What's more *you vote*. All in all, you're pretty powerful.

When someone spreads nasty stories about other colors, other creeds, other nationalities, nail him.

Does your kid repeat hate words like "wop," "nigger," or "spick," or "kike?" Teach him that such words should never be used.

If you're sore at your boss, don't blame his creed or family tree for what you don't like about him.

Organize the fight against discrimination in your union educational committee, your youngster's school, your club, your community. The more you want to do, the more you'll find to do.



If your shop discriminates against workers because of race, color or creed, that's something for your local to work on.

Your union is pledged to a nationwide fight against discrimination.

But it takes **YOU** to win that fight.

See to it that your contract prohibits discrimination.

Make sure your local fights for equal rights on the job, for upgrading Negro workers and women workers, for paying women the same as men for the same job, for an end to segregation and jimcrow in the shop.

Remember, a union that allows discrimination or discriminates itself cannot be as strong as the union that works for real unity.

YOU CAN VOTE FOR

ANTI-LYNCH LAWS
ANTI-POLL TAX LAWS
FAIR EDUCATION LAWS
FAIR EMPLOYMENT LAWS



Make friends with members of other races, nationalities and religions. Join with your neighbors in interfaith and inter-racial councils. Fight discrimination in housing.

As a parent, you can see to it that the schools really teach democracy by getting together with the teachers and planning special programs that will help young people to know and appreciate their neighbors.

And you can vote.

You can vote for representatives to your state and federal governments who are committed to fair play—who will back anti-lynch and anti-poll tax bills, pass fair employment practice laws, outlaw discrimination in education.

You can vote for people who want world peace and who know that discrimination hurts world peace.



Licking discrimination isn't an easy job.

It can't be done overnight.

It can't be done without making some mistakes and suffering some setbacks.

But it *must* be done if we are to build strong unions and have the kind of world we want.

And it *can* be done if we roll up our sleeves and get busy.

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